



THE NOMINATION COMMITTEE'S PROPOSAL TO THE ANNUAL GENERAL MEETING IN IDEX BIOMETRICS ASA ON 29 MAY 2026

The work of the Nomination Committee

The nomination committee of IDEX Biometrics comprises Robert N. Keith (Chair), Håvard Nilsson and Harald Voigt. In addition to communicating with each other, the Nomination Committee has been in contact with the Company's management, the Board and some of the largest shareholders in the Company. Information obtained from these contacts has formed the basis for a specification of the desired profile of the Board members.

The committee notes that at the 2024 AGM the number of board members was reduced to three including the chair, with Mr. Morten Opstad elected as chair, and Ms. Annika Olsson and Ms. Adriana Saitta elected as board members. The board has functioned well, but with the Company's increased international activity, attention and success the committee has concluded that IDEX Biometrics will benefit from a working chair with deep operational and international experience to enable rapid scaling and decision making.

In general, the Nomination Committee has the opinion that the Board is well functioning, as is its cooperation with the management.

Election of board members

The Company's Board of Directors during the period from AGM 2025 to AGM 2026 was composed of the following Members:

Morten Opstad	Chairman of the Board
Adriana Saitta	Board Member
Annika Olsson	Board Member

Mr. Morten Opstad has informed the Nomination Committee that he will step down from the Board at the AGM 2026. The Nomination Committee thanks Mr. Opstad for his long-standing service and significant contribution to the Company.

To strengthen the alignment between the Board and the Company's commercial execution, the Nomination Committee proposes that Mr. Anders Storbråten is elected as the new Executive Chair of the Board in this critical phase of the company. Mr. Storbråten will, upon election, step down as CEO of the Company, and the Board will arrange for the appointment of a new CEO.

Ms. Annika Olsson and Ms. Adriana Saitta were elected at the 2025 AGM for a two-year term and continue as Board members for the second year of their term.

Following input from interviews conducted with management, the Board, and major shareholders, the Nomination Committee proposes the following composition of the Board:

Anders Storbråten	Chairman of the Board
Adriana Saitta	Board Member
Annika Olsson	Board Member

Mr. Storbråten is a serial entrepreneur with experience in restructuring and scaling technology companies globally. He has previously served as an investment banker on the technology teams of JP Morgan and Goldman Sachs and has more than 25 years of international technology leadership experience. He holds a Master of Science in Industrial Economics and Technology Management from the Norwegian University of Science and Technology (NTNU) in Trondheim and the Royal Institute of Technology (KTH) in Stockholm. Mr. Storbråten is a Norwegian citizen. Through personal and other related parties Mr. Storbråten is a significant shareholder in IDEX Biometrics.

The Nomination Committee proposes the following resolution:

Mr. Anders Storbråten is elected as Chair of the Board, in an executive capacity, for a period of two years. Ms. Annika Olsson and Ms. Adriana Saitta continue as Board members for the second year of their two-year term.

Remuneration to the members of the Board

The Nomination Committee proposes board remuneration at the same level as in recent years, carrying forward committee work now is an integral part of the work by the reduced board.

Nomination Committee proposes the following resolution to be passed by the Annual General Meeting:

The annual board remuneration is NOK 425,000 per board member for the period from the date of the 2025 Annual General Meeting until the date of the 2026 Annual General Meeting. The chair of the board receives an additional amount of NOK 175,000.

In addition, the Company will refund relevant expenses that the members of the board may have incurred in connection with the exercise of board functions.

Authorization to Board Members to receive remuneration in shares in lieu of shares

As the Company sees benefits in aligning interest further with its Board members, they have indicated their interest in receiving shares in the Company, the Nomination Committee proposes that the Board members, as an alternative to a cash payment, may elect to receive all or part of the remuneration in the form of shares in the Company. The number of shares to which the Board members would be entitled is proposed to be calculated as follows:

The Board member shall be entitled to subscribe for a value of shares (based on the average closing price of the Company's shares, as reported by Oslo Børs, over the ten trading days prior to the Annual General Meeting in 2026) of 133 per cent of the NOK amount granted as board remuneration; provided, however, that the Board member must pay a subscription price per share equal to the par value of the share which currently is NOK 1,0.

The full proposal is set out below and is in line with the Board's proposal from previous Annual General Meetings.

The Nomination Committee proposes the following resolution by the Annual General Meeting: The Board members may elect to receive all or part of the board remuneration in the form of shares in the Company. The number of shares to which the Board members would be entitled shall be calculated as follows: The Board member shall be entitled to subscribe for shares having a total market value (based on the average closing price of the Company's shares, as reported by Oslo Børs, over the ten trading days prior to the Annual General Meeting in 2026) of 133 percent of the NOK amount granted as board remuneration; provided, however, that the Board member must pay a subscription price per share equal to the par value of the share, being NOK 1.00. To the extent a Board member wishes to receive board remuneration in the form of shares, the Board member must notify the Company and subscribe for the shares before the start of trading on Oslo Børs on the trading day immediately subsequent to the date of the Annual General Meeting in 2026. Payment of the subscription price shall be made no later than 24 June 2026.

In order to facilitate the foregoing, the Board is authorized to accomplish one or more share capital increases with a maximum of NOK 300,000 for the purpose of issuing shares to those Board members who elect to receive shares as opposed to cash on the aforesaid terms, and to amend the Company's Articles of Association accordingly. The authorization does not comprise share capital increases in connection with mergers, cf. Section 13-5 of the PLCA. Existing shareholders are waiving their pre-emptive right to subscribe for shares according to the PLCA in the event of a share capital extension as authorized herein. The new shares, which may be subscribed for according to this resolution, shall have rights to dividends declared subsequent to the subscriber having paid the subscription price and the associated share capital increase having been registered in the Register of Business Enterprises. This Board authorization expires on 30 June 2026.

Composition of the Nomination Committee

The Nomination Committee has the opinion that the Committee can be reduced from three to two members.

Mr. Harald Voigt has indicated that he will step down at the AGM 2026. The Nomination Committee thanks Mr. Voigt for his long-standing service. Subject to the AGM resolving to amend §8(a) of the Articles of Association to permit the Nomination Committee to consist of minimum two members, the Nomination Committee proposes that the committee is reduced to two members.

The Nomination Committee proposes the following resolution:

Mr. Robert N. Keith, Chair, will continue for the second year of his term at the Nomination Committee. Mr. Håvard T. Nilsson, member of the Nomination Committee, is elected as chair of the Nomination Committee for a new period of two years.



Remuneration of the Nomination Committee

The Nomination Committee proposes that:

Remuneration to the nomination committee's members is NOK 60,000 for the Chair of the committee and NOK 40,000 for each of the other members for the period from the 2025 Annual General Meeting to the 2026 Annual General Meeting.

May 7th, 2026

The Nomination Committee in IDEX Biometrics ASA

Robert N. Keith
Chair

Håvard Nilsson

Harald Voigt